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SOURCE Szabad NepADOPT NEW WAGE SYSTEM IN COAL MINING

Istvan Havran  
 Deputy Minister of  
 Mining and Metallurgy

To increase the miners' incentive, a new and simplified socialist wage system is being adopted. It will replace the old system of fixed wages for each operation.

According to the new system, the miners' performance will be measured by truck loads, or by cubic or linear meters. For example, if the daily norm of a hewer is eight truck loads of coal and the wage for one truck load is 4.40 forints plus a 30-percent bonus for working underground, then the hewer's daily earnings will amount to 46.80 <sup>[sic]</sup> forints. By the end of December 1951, this wage system will be adopted everywhere.

Transportation men, such as haulers and engine drivers, will receive a bonus per truck load rather than by poundage as previously. In reality, this innovation will amount to a raise. All transportation men are familiar with the base pay per shift and the bonus for each load of coal transported. This will enable them to calculate their daily earnings for themselves. For example, if a transportation man working underground has a basic wage of 17.20 forints per shift and receives a bonus of 10 fillers per truck load, then, after hauling of 50 truck loads and adding the 20-percent bonus for underground work, his earnings for the day will be 26.64 forints. He will receive extra pay if he performs nonroutine tasks, such as repairing the rails, clearing the tracks, etc., during the breaks in transportation operations.

In the future, the pay will be calculated on the performance of all three shifts jointly; therefore, each shift will automatically expedite the operations of the following shift. The brigade leader, responsible for cooperation between shifts, will receive an extra bonus of 10 percent if his crew produces over 90 percent of its monthly norm. A technical supervisor whose shift produces 30-60 carloads of coal will receive, in addition to his base pay of

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1,800 forints, 20 percent of his salary as a bonus, if the quota is fulfilled 100 percent. For each percent of overfulfillment up to 110 percent he will receive an extra bonus of 2 percent, and the bonus will be raised to 3 percent if overfulfillment increases. On the basis of 110-percent quota fulfillment, and provided that he works 16 shifts underground, the monthly pay of a technical supervisor, including a 30-percent bonus, will therefore amount to 3,060 forints.

Other supervisors and technicians, such as blasting experts and transportation inspectors, will also be awarded a 15-percent bonus for 100-percent fulfillment of the plan.

It is expected that the new system once properly understood by the miners, will greatly increase production.

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